

COMPONENT: U.S. Department of Justice

| EEO COMPLAINT DATA | 1st Quarter FY 2005 | 2nd Quarter FY2005 | 3rd Quarter FY 2005 | 4th Quarter FY 2005 | Year to Date Total |
|--|---|---|---|--------------------------------|-------------------------------|
| I. Number of Complaints | | | | | |
| A. Pending at the beginning of the quarter | 1074 | 1094 | 1089 | | 1089 |
| B. Filed during the quarter | 176 | 183 | 172 | | 531 |
| C. Pending, at any time, during the quarter | 1250 | 1277 | 1261 | | 1261 |
| II. Number of Filers | 1st Quarter FY 2005 | 2nd Quarter FY 2005 | 3rd Quarter FY 2005 | 4th Quarter FY 2005 | Year to Date Total |
| A. Who had a complaint pending at the start of the quarter | 1051 | 1069 | 1090 | | 1090 |
| B. Who filed a complaint during this quarter | 176 | 183 | 170 | | 529 |
| C. Who had a complaint pending at any time during this quarter | 1227 | 1252 | 1258 | | 1258 |
| D. Who filed two or more complaints during this quarter | 2 | 0 | 2 | | 4 |
| III. Breakdown of all Complaints filed during this quarter by basis and issue | 1st Quarter FY 2005 | 2nd Quarter FY 2005 | 3rd Quarter FY 2005 | 4th Quarter FY 2005 | Year to Date Total |
| A. Complaints filed during the quarter broken down by basis: | | | | | |
| 1. Race: | 61 | 93 | 74 | | 228 |
| a. American Indian/Alaskan Native: | 2 | 0 | 3 | | 5 |
| b. American Asian/Pacific Islander: | 1 | 0 | 2 | | 3 |
| c. Black: | 43 | 77 | 48 | | 168 |
| d. White: | 15 | 15 | 21 | | 51 |
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|--|-----|----|-----|--|-----|
| 2. Color: | 0 | 0 | 0 | | 0 |
| 3. Sex: | 101 | 83 | 79 | | 263 |
| a. Male: | 47 | 31 | 26 | | 104 |
| b. Female: | 54 | 52 | 53 | | 159 |
| 4. Age: | 52 | 45 | 63 | | 160 |
| 5. Religion: | 19 | 16 | 12 | | 47 |
| 6. Reprisal: | 87 | 99 | 113 | | 299 |
| 7. National Origin: | 22 | 83 | 27 | | 132 |
| a. Hispanic: | 17 | 58 | 18 | | 93 |
| b. Other: | 5 | 25 | 9 | | 39 |
| 8. Equal Pay Act | 0 | 0 | 0 | | 0 |
| a. Male: | 0 | 0 | 0 | | 0 |
| b. Female | 0 | 0 | 0 | | 0 |
| 9. Disability: | 62 | 52 | 44 | | 158 |
| 10. Non-EEO Basis | 17 | 15 | 12 | | 44 |
| B. Complaints filed during the quarter broken down by issue: | | | | | |
| 1. Appointment/Hire: | 4 | 6 | 5 | | 15 |
| 2. Assignment of Duties | 28 | 59 | 40 | | 127 |
| 3. Awards: | 3 | 7 | 4 | | 14 |
| 4. Conversion to Full Time: | 0 | 0 | 0 | | 0 |
| 5. Disciplinary Action | 28 | 27 | 26 | | 81 |
| a. Demotion | 0 | 0 | 1 | | 1 |
| b. Reprimand | 3 | 3 | 3 | | 9 |
| c. Suspension | 11 | 13 | 9 | | 33 |
| d. Removal | 8 | 11 | 4 | | 23 |
| e. Other: | 6 | 0 | 9 | | 15 |
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| 6. Duty Hours | 8 | 14 | 18 | | 40 |
| 7. Evaluation/Appraisal | 31 | 14 | 42 | | 87 |
| 8. Examination/Test: | 3 | 0 | 0 | | 3 |
| 9. Harassment: | 76 | 66 | 88 | | 230 |
| a. Non-sexual: | 50 | 50 | 50 | | 150 |
| b: Sexual | 26 | 16 | 38 | | 80 |
| 10. Medical Examination: | 0 | 3 | 1 | | 4 |
| 11. Pay Including Overtime: | 1 | 59 | 3 | | 63 |
| 12. Promotion/Non-Selection | 37 | 49 | 49 | | 135 |
| 13. Reassignment: | 13 | 10 | 13 | | 36 |
| a. Denied: | 0 | 2 | 1 | | 3 |
| b. Directed: | 13 | 8 | 12 | | 33 |
| 14. Reasonable Accommodation: | 17 | 22 | 17 | | 56 |
| 15. Reinstatement: | 4 | 3 | 0 | | 7 |
| 16. Retirement: | 0 | 4 | 2 | | 6 |
| 17. Termination: | 24 | 5 | 3 | | 32 |
| 18: Terms & Conditions of Employment: | 16 | 45 | 41 | | 102 |
| 19. Time & Attendance: | 22 | 13 | 16 | | 51 |
| 20. Training: | 8 | 24 | 9 | | 41 |
| 21. Other: | 14 | 6 | 4 | | 24 |
| IV. Time measurements BAll complaints pending at any time during the quarter | 1st Quarter FY 2005 | 2nd Quarter FY 2005 | 3rd Quarter FY 2005 | 4th Quarter FY 2005 | Year to Date Total |
| A. Average number of days for Investigation: | 190.9 | 210.5 | 191.3 | | 197.6 |
| B. Average number of days for Final Agency Decision: | 322.8 | 317.7 | 462.8 | | 367.8 |
| C. Average number of days for | 244.6 | 264.3 | 288.2 | | 265.7 |

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| Final Agency Action | | | | | |
| D. Number of complaints dismissed pursuant to 29 CFR § 1614.107(a) | 45 | 45 | 40 | | 130 |
| E. Average number of days complaints were pending at the time of dismissal | 130.8 | 133.9 | 165.1 | | 143.3 |
| V. Final agency actions involving discrimination during the quarter broken down by hearing/no hearing and basis/issue. | 1st Quarter FY 2005 # / % | 2nd Quarter FY 2005 # / % | 3rd Quarter FY 2005 # / % | 4th Quarter FY 2005 # / % | Year to Date Total |
| A. Total number of final agency actions (decisions) involving discrimination during the quarter | 2 | 2 | 3 | | 7 |
| B. Decisions finding discrimination without a hearing: | 1 | 2 | 1 | | 4 |
| C. Decisions finding discrimination without a hearing broken down by basis: | | | | | |
| 1. Race: | 0 | 0 | 0 | | 0 |
| a. American Indian/Alaskan Native: | 0 | 0 | 0 | | 0 |
| b. American Asian/Pacific Islander: | 0 | 0 | 0 | | 0 |
| c. Black: | 0 | 0 | 0 | | 0 |
| d. White: | 0 | 0 | 0 | | 0 |
| 2. Color: | 0 | 0 | 0 | | 0 |
| 3. Sex: | 0 | 0 | 0 | | 0 |
| a. Male: | 0 | 0 | 0 | | 0 |
| b. Female: | 0 | 0 | 0 | | 0 |
| 4. Age: | 0 | 0 | 0 | | 0 |
| 5. Religion: | 0 | 0 | 0 | | 0 |
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| 6. Reprisal: | 1 | 0 | 0 | | 1 |
| 7. National Origin: | 0 | 1 | 0 | | 1 |
| a. Hispanic: | 0 | 0 | 0 | | 0 |
| b. Other: | 0 | 1 | 0 | | 1 |
| 8. Equal Pay Act: | 0 | 0 | 0 | | 0 |
| a. Male: | 0 | 0 | 0 | | 0 |
| b. Female: | 0 | 0 | 0 | | 0 |
| 9. Disability: | 0 | 2 | 1 | | 3 |
| 10. Non-EEO Basis | 0 | 0 | 0 | | 0 |
| D. Decisions finding discrimination without a hearing broken down by issue: | | | | | |
| 1. Appointment/Hire: | 0 | 1 | 0 | | 1 |
| 2. Assignment of Duties: | 0 | 1 | 0 | | 1 |
| 3. Awards: | 0 | 0 | 0 | | 0 |
| 4. Conversion to Full Time: | 0 | 0 | 0 | | 0 |
| 5. Disciplinary Action: | 0 | 0 | 0 | | 0 |
| a. Demotion: | 0 | 0 | 0 | | 0 |
| b. Reprimand: | 0 | 0 | 0 | | 0 |
| c. Suspension: | 0 | 0 | 0 | | 0 |
| d. Removal: | 0 | 0 | 0 | | 0 |
| e. Other: | 0 | 0 | 0 | | 0 |
| 6. Duty Hours: | 0 | 0 | 0 | | 0 |
| 7. Evaluation/Appraisal: | 1 | 1 | 0 | | 2 |
| 8. Examination/Test: | 0 | 0 | 0 | | 0 |
| 9. Harassment: | 0 | 0 | 0 | | 0 |
| a. Non-sexual: | 0 | 0 | 0 | | 0 |
| b. Sexual: | 0 | 0 | 0 | | 0 |
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| 10. Medical Examination: | 0 | 0 | 0 | | 0 |
| 11. Pay Including Overtime: | 0 | 0 | 0 | | 0 |
| 12. Promotion/Non-Selection: | 0 | 0 | 0 | | 0 |
| 13. Reassignment: | 0 | 0 | 0 | | 0 |
| a. Denied: | 0 | 0 | 0 | | 0 |
| b. Directed: | 0 | 0 | 0 | | 0 |
| 14. Reasonable Accommodation: | 0 | 1 | 0 | | 1 |
| 15. Reinstatement: | 0 | 0 | 0 | | 0 |
| 16. Retirement: | 0 | 0 | 0 | | 0 |
| 17. Termination: | 0 | 0 | 0 | | 0 |
| 18. Terms/Conditions of Employment: | 0 | 0 | 0 | | 0 |
| 19. Time and Attendance: | 0 | 0 | 0 | | 0 |
| 20. Training: | 0 | 0 | 0 | | 0 |
| 21. Other: | 0 | 0 | 0 | | 0 |
| E. Decisions involving discrimination after a hearing: | 0 | 0 | 2 | | 2 |
| F. Decisions involving discrimination after a hearing broken down by basis: | | | | | |
| 1. Race: | 0 | 0 | 0 | | 0 |
| a. American Indian/Alaskan Native: | 0 | 0 | 0 | | 0 |
| b. American Asian/Pacific Islander: | 0 | 0 | 0 | | 0 |
| c. Black: | 0 | 0 | 0 | | 0 |
| d. White: | 0 | 0 | 0 | | 0 |
| 2. Color: | 0 | 0 | 0 | | 0 |

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|---|---|---|---|--|---|
| 3. Sex: | 0 | 0 | 1 | | 1 |
| a. Male: | 0 | 0 | 0 | | 0 |
| b. Female: | 0 | 0 | 1 | | 1 |
| 4. Age: | 0 | 0 | 0 | | 0 |
| 5. Religion: | 0 | 0 | 0 | | 0 |
| 6. Reprisal: | 0 | 0 | 1 | | 1 |
| 7. National Origin: | 0 | 0 | 0 | | 0 |
| a. Hispanic: | 0 | 0 | 0 | | 0 |
| b. Other: | 0 | 0 | 0 | | 0 |
| 8. Equal Pay Act: | 0 | 0 | 0 | | 0 |
| a. Male: | 0 | 0 | 0 | | 0 |
| b. Female: | 0 | 0 | 0 | | 0 |
| 9. Disability: | 0 | 0 | 0 | | 0 |
| 10. Non-EEO Basis | 0 | 0 | 0 | | 0 |
| G. Decisions involving discrimination after a hearing broken down by issue: | | | | | |
| 1. Appointment/Hire: | 0 | 0 | 0 | | 0 |
| 2. Assignment of Duties: | 0 | 0 | 0 | | 0 |
| 3. Awards: | 0 | 0 | 1 | | 1 |
| 4. Conversion to Full Time: | 0 | 0 | 0 | | 0 |
| 5. Disciplinary Action: | 0 | 0 | 0 | | 0 |
| a. Demotion: | 0 | 0 | 0 | | 0 |
| b. Reprimand: | 0 | 0 | 0 | | 0 |
| c. Suspension: | 0 | 0 | 0 | | 0 |
| d. Removal: | 0 | 0 | 0 | | 0 |
| e. Other: | 0 | 0 | 0 | | 0 |
| 6. Duty Hours: | 0 | 0 | 0 | | 0 |

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|--|---|--------------------------------|---|---|-------------------------------|
| 7. Evaluation/Appraisal: | 0 | 0 | 0 | | 0 |
| 8. Examination/Test: | 0 | 0 | 0 | | 0 |
| 9. Harassment: | 0 | 0 | 1 | | 1 |
| a. Non-sexual: | 0 | 0 | 1 | | 1 |
| b. Sexual: | 0 | 0 | 0 | | 0 |
| 10. Medical Examination: | 0 | 0 | 0 | | 0 |
| 11. Pay Including Overtime: | 0 | 0 | 0 | | 0 |
| 12. Promotion/Non-Selection: | 0 | 0 | 1 | | 1 |
| 13. Reassignment: | 0 | 0 | 0 | | 0 |
| a. Denied: | 0 | 0 | 0 | | 0 |
| b. Directed: | 0 | 0 | 0 | | 0 |
| 14. Reasonable Accommodation: | 0 | 0 | 0 | | 0 |
| 15. Reinstatement: | 0 | 0 | 0 | | 0 |
| 16. Retirement: | 0 | 0 | 0 | | 0 |
| 17. Termination: | 0 | 0 | 0 | | 0 |
| 18. Terms/Conditions of Employment: | 1 | 0 | 0 | | 1 |
| 19. Time and Attendance: | 0 | 0 | 0 | | 0 |
| 20. Training: | 0 | 0 | 0 | | 0 |
| 21. Other: | 0 | 0 | 0 | | 0 |
| VI. Status of all pending complaints | 1st Quarter FY 2005 | 2nd Quarter FY 2005 | 3rd Quarter FY 2005 | 4th Quarter FY 2005 | Year to Date Total |
| A. Number of complaints pending investigation: | 239 | 208 | 195 | | 195 |
| B. Number of complaints pending hearing: | 183 | 177 | 166 | | 166 |
| C. Number of complaints pending final agency action: | 89 | 99 | 97 | | 97 |
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| D. Number of complaints pending decision on appeal: | 99 | 114 | 110 | | 110 |
| VII. Complaints not timely investigated | 1st Quarter FY 2005 | 2nd Quarter FY 2005 | 3rd Quarter FY 2005 | 4th Quarter FY 2005 | Year to Date Total |
| A. Number of complaints not investigated within the time required by 29 CFR § 1614.106(e)(2): | 93 | 134 | 124 | | 351 |